

Associate Recruiter



Entry Level Recruiter-to-Sales Career Path

At Dexian, we take great pride in providing organizations with top talent. As one of the nation's leading IT staffing and workforce solutions firms, our company is seeking multiple candidates for our Associate Recruiter-to-Sales career path with job opportunities across our two largest brands. This fast-track program is geared towards candidates who are SALES-DRIVEN, GOAL-ORIENTED, AND MONEY MOTIVATED.

Together, our Dexian brands represent a top 10 IT staffing firm and the 2nd largest minority-owned staffing company in the country. In addition, we have been recognized as one of the "Best Staffing Firms to Work For" and as a top training and development organization multiple years in a row. We are a fast-growing, global firm looking for entry-level candidates who are ready to take charge of their success in Associate Recruiter positions across the country within our Dexian locations.

As an Associate Recruiter you will be working closely with senior-level recruiters and account managers to submit and place the best candidates for open job orders to our clients. This provides the learning experience necessary to build a strong foundation of knowledge for your future career in sales with our organization.

You will initially join the team as an Associate Recruiter and then advance into a career path ultimately leading to an Account Manager role, with a base salary, benefits, and an uncapped commission plan.

Primary Responsibilities:

- Identifying candidates to begin building long-term relationships.
- Meeting candidates and clients face to face to determine their needs.
- Matching candidates with the job order that best meets our client's needs.
- Maintaining the relationship with your placed consultants throughout their employment lifecycle with our firm.
- Adhere to weekly fundamental expectations in order to pre-qualify active and passive IT professionals by phone through both warm-leads and cold-calling.
- Build, create, and utilize recruiting strategies designed to identify qualified candidates.
- Evaluate candidates' strengths compared with clients' requirements.
- Negotiate wage rates and other terms and conditions of employment with candidates.
- Check references and conduct any other pre-employment checks.
- Maintain regular communication with consultants on assignment and those seeking work.
- Develop and maintain a pipeline of consultants and contacts to allow for a timely response to client needs, obtain market information to assist clients, and provide competitive advantage along with obtaining leads to assist with business development and growth.
- Provide accurate and well-documented information on activity utilizing best practices and communicate effectively with others in order to create a positive and productive environment.
- Maintain relationships with consultants and other contacts to continue developing industry knowledge and referrals. accomplish goals and work requirements.
- Must be currently authorized to work in the United States for any employer.

Qualifications:

Minimum education requirements: **Bachelor's degree**

THE IDEAL CANDIDATE SHOULD:

- Have entry-level sales experience through internships, civic or community organizations, or other work experience.
- Excel at building new relationships, finding and closing new opportunities, networking, and interacting with professionals, and possess excellent listening and communication skills.
- Be competitive, hard-working, high achieving, outgoing, team-oriented, and a self-starter.
- Enjoy working in a fast-paced, fun, dynamic, collaborative, and exciting culture.
- Work well under pressure and handle difficult situations.
- Be energized by constantly meeting new people.
- Multi-task and work at a fast pace with the ability to prioritize.
- Enjoy learning and teaching others in a fluid, industry-leading training program and environment.
- Demonstrate outstanding verbal and written communication skills, excellent customer service and phone etiquette.
- Demonstrate a high degree of self-motivation and possess a sense of urgency to achieve objectives and exceed expectations.
- Must maintain a professional appearance, demeanor, and approach to work.
- Proficiency with Microsoft Office including Microsoft Word and Microsoft Outlook.
- Have a desire to learn and be capable of regularly using good judgment and discretion to accomplish goals and work requirements.

This position offers a competitive base salary plus uncapped commission with a structured career path that rewards advancement at each level. Our benefits package includes medical, dental, and vision insurance, 401k, employer-paid short-term disability, voluntary life insurance, unlimited paid time off, generous performance-based rewards including all-expense-paid trips across the globe, and much more.

Join our growing organization today!



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About Dexian, LLC

Dexian is a leading provider of staffing, IT, and workforce solutions with over 12,000 employees and 70 locations worldwide. As one of the largest IT staffing companies and the 2nd largest minority-owned staffing company in the U.S., Dexian was formed in 2023 through the merger of DISYS and Signature Consultants. Combining the best elements of its core companies, Dexian's platform connects talent, technology, and organizations to produce game-changing results that help everyone achieve their ambitions and goals.

Dexian's brands include Dexian DISYS, Dexian Signature Consultants, Dexian Government Solutions, Dexian Talent Development and Dexian IT Solutions. Visit www.dexian.com to learn more.

Dexian is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, disability, or veteran status.